

What is addiction?

Substance use disorders (SUDs) can happen to anyone, regardless of their race, gender, age, economic status, job title, intelligence, or location. Addiction often begins in benign ways, such as legally-prescribed prescriptions after an illness or injury, or to treat depression or anxiety. In some cases, drug and alcohol use can escalate and a person can quickly lose control.

Common signs and symptoms of addiction

Addiction is characterized by:

- Frequent absenteeism

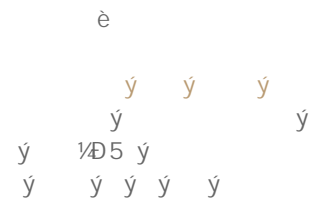
- Declining work performance or quality



Help to _____ around addiction
as part of your employee benefits program
_____ of addiction

Make employees _____ with the employee once
a substance use issue is suspected

Source: *How To Help Employees Who Have a Substance Use Disorder (Allstate Benefits)*



Source: *NORC*

_____ to notify employees that it is unlawful to
manufacture, distribute, dispense, possess or use a controlled substance and
that such action is prohibited in the workplace. The statement must include
information to advise employees that violations will have consequences.

_____ to inform employees of the dangers
of workplace substance use and outline the resources available to employees
such as an EAP.

_____ of any criminal drug
convictions while employed at the company.

_____ of such violations
and take appropriate actions with the o ending employee